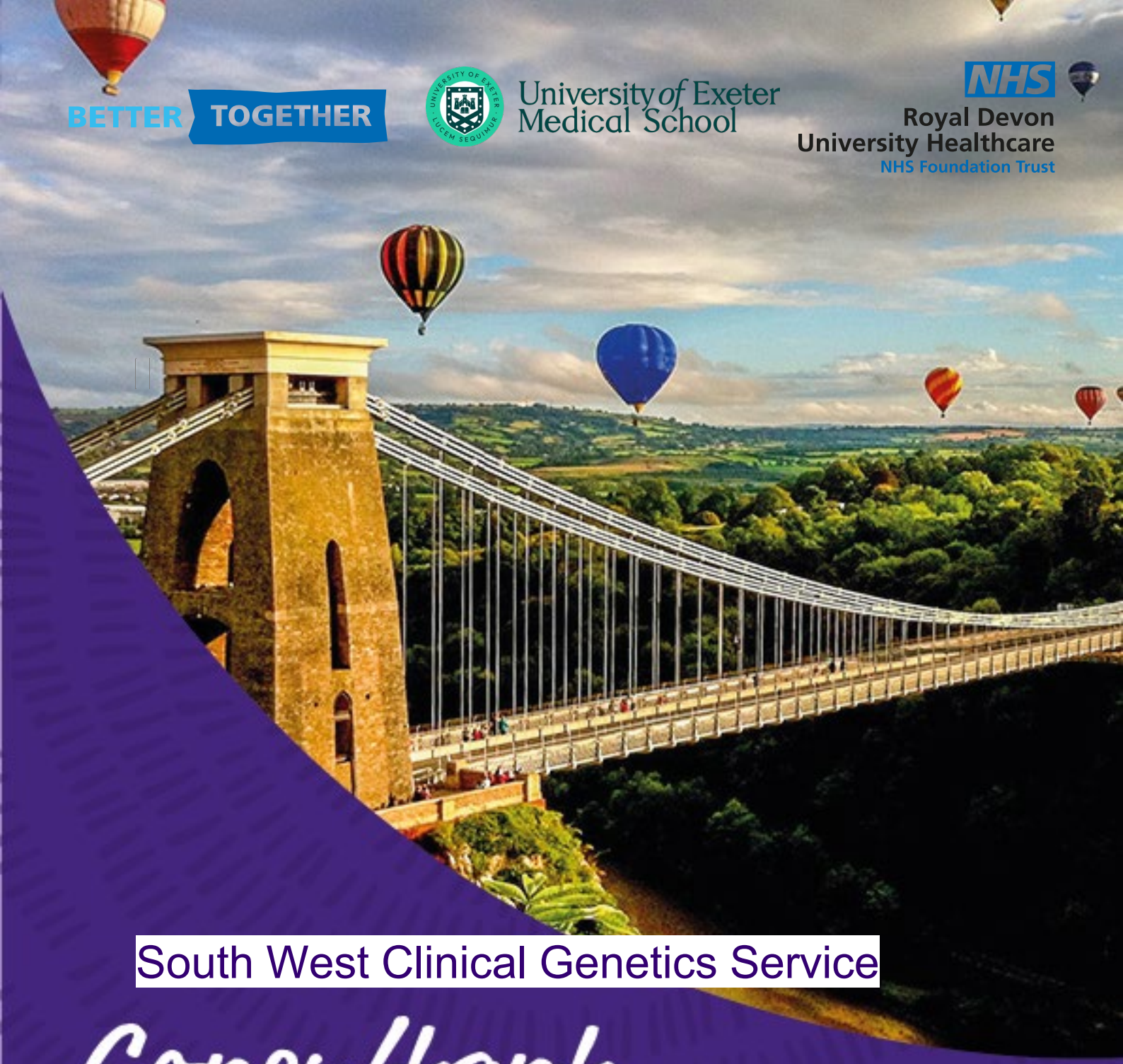
BETTER TOGETHER

University of Exeter Medical School

NHS
Royal Devon University Healthcare
NHS Foundation Trust



South West Clinical Genetics Service

Consultant Information Pack

Clinical Academic & Honorary Consultant in Clinical Genetics

https://jobs.exeter.ac.uk/

See advert

JOB TITLES

Clinical Academic Professor (E&R) and Honorary Consultant in Clinical Genetics

Clinical Academic Senior Lecturer (E&R) and Honorary Consultant in Clinical

DATE OF VACANCY

Immediate

BASE

University of Exeter, Exeter, Devon. Clinical care will involve supporting the new South West Clinical Genetics Service

A Warm Welcome

Thank you for your interest in joining us. The University of Exeter and the Royal Devon University Healthcare NHS Foundation Trust are an ambitious partnership, driven to improve the lives of people and their families through research excellence and precision health care. We partner in research across many areas such as: our NIHR Exeter Biomedical Research Centre, where "Genetics and Genomics" is one of five research themes; the NIHR HealthTech Research Centre in Sustainable Innovation which aligns closely with the University's commitment to sustainability; the NIHR Exeter Clinical Research Facility – delivering experimental medicine and early phase clinical trials; the NIHR Applied Research Collaboration South West Peninsula (PenARC) – driving applied health and social care research to communities across the South West; the UK Human Functional Genomics Initiative which is led out of Exeter; and the Rare and Inherited Disease NHS Genomics Network of Excellence. Our NHS Genomics Laboratory is co-located with our world leading Genomics research group, providing unparalleled opportunities to translate research discoveries into cutting edge NHS diagnostic services and clinical care pathways.

The University of Exeter, a Russell Group institution, ranks 11th in the Complete University Guide (2026) with 20 subjects ranking in the top 10. It is committed to excellence in teaching with a Gold Teaching Excellence Framework Award, excellence in research with 99% of its research judged as international quality (REF 2021) and creating a thriving culture to support the wellbeing and health of its staff, students and the wider community.

The Royal Devon University Hospital (RDUH) is a Trust shaped by outstanding people, a positive culture, and a clear vision for the future. It has a clinically led, digital-first approach with innovation and research sitting at its heart:- from being the first Trust in the country to implement the electronic patient record (EPIC) in the community, to pioneering robotic surgery, its record speaks for itself.

It is a very exciting time to join our partnership. We are developing new ways of working and investing in new infrastructure, equipment and facilities to ensure we deliver the highest quality of care and patient outcomes. There has never been a better time to join us. We are extremely proud of our Clinical Genetics service, which is nationally and internationally recognised for its multidisciplinary specialist clinical care and research activity. We are committed to developing this successful and cohesive team further and want to bring the very best clinical academics to join the new South West Clinical Genetics service and the University of Exeter to expand our outstanding translational Genomic Medical research portfolio.

We look forward to meeting you soon and good luck with your application.

Professor Richard Holland, Dean, University of Exeter Medical School

Dr Vanessa Purday, Chief Medical Officer, Royal Devon University Healthcare NHS Foundation Trust.

We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed in the final section of this pack.

Application and Advisory Appointments Committee

The posts are offered on a permanent whole-time basis (10PA) but suitably qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates. We will also consider applications from people who wish to consider a temporary contract.

We welcome applications from both established and new consultants. This will be a joint Clinical Academic appointment between the University of Exeter (substantive employer) and Royal Devon University Healthcare NHS Trust (RDUH) where an honorary clinical consultant contract will be held. The post will be based in Exeter at the St Lukes Campus or the Research, Innovation Learning and Development (RILD) building. Clinical care will involve supporting the new South West Clinical Genetics Service. Applicants must have obtained a PhD and completed specialist training in Clinical Genetics and have entered on the GMC Specialist Register at the point of application.

We are able to accept CVs and letters of application for this post. For a confidential discussion about the role, please contact Professor Richard Holland, Dean of the University of Exeter Medical School: r.holland3@exeter.ac.uk and Dr Emma Kivuva, Interim Clinical Director of South West Clinical Genetics Service by email: emma.kivuva@nhs.net

“We are committed to flexible working arrangements, including job sharing.”

Introduction

The University of Exeter in partnership with the Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint three Clinical Academics in Genomic Medicine and Honorary Consultant as part of our clinical academic expansion to support the launch of the newly formed South West Clinical Genetics Service. This service will unite the Peninsula and Bristol services to serve a population of over 4.4 million.

These are strategically important positions as we seek to expand capacity in translational science and genomic medicine, strengthen links with NHS trusts across the South-West and build on our world-leading reputation in the genomics of rare and common disease, cancer, epigenomics, RNA biology and data science

We are investing in new infrastructure, equipment and facilities, and building a modern, region-wide Clinical Genetics service that delivers excellent and equitable clinical care. Hosted by the Royal Devon, the service is underpinned by world-class laboratory science, cutting-edge digital systems, and a research-active, and supportive clinical team. The clinical genetics department is friendly, successful and ambitious.

Join us and shape the future of genomics in the South West – with no compromise on lifestyle, innovation, or impact.

“Inclusion is one of our core values, and we take pride in having a diverse workforce and a culture that respects everybody.”

Highlights of the role

RESEARCH AND INNOVATION

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.

Research undertaken at the University of Exeter Medical School is driven by the principle of translation, from discovery to personalised care, and creation of healthy communities. At the cutting edge of health innovation, our research makes a difference across the world. With research ranked as world leading, we demonstrate an outstandingly strong performance

The NIHR Exeter Biomedical Research Centre opened in October 2023 and is a partnership led by the University of Exeter and the Royal Devon; Genetics and Genomics is one of the five core themes.

The UK Human Functional Genomics Initiative (FGx), launched in 2024 following a £28.5 million investment from The Medical Research Council (MRC), in collaboration with the Biotechnology and Biological Sciences Research Council (BBSRC). The Initiative is bringing together the UK's strengths in gene discovery and human functional genomics and is coordinated by Prof Jon Mill (FGx Director) from the University of Exeter.

The South West Genomic Medicine Service (SW GMS) leads the Rare and Inherited Disease NHS Genomic Network of Excellence in partnership with the North West and North East and Yorkshire GMS.

The Peninsula Clinical Genetics and Exeter Genomics Laboratory have been awarded Academic Department status by the Royal Devon, in recognition of the high-quality collaborative translational clinical research undertaken.

LABORATORY PARTNERSHIPS

The South West Genomics Laboratory Hub (a partnership between the Royal Devon and North Bristol) is at the forefront of rapid whole genome sequencing for acutely unwell babies and children on intensive care, long-read sequencing, transcriptomics and rare disease and cancer genomic diagnostics.

SERVICE DEVELOPMENT

The Royal Devon encourages innovation to better meet the needs of our patients, such as harnessing technology to deliver remote patient consultations and disease monitoring, and rapid whole genome sequencing to diagnose seriously unwell children. As the service transforms there are opportunities for all colleagues to be involved in designing the new service.

About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

We have a strategy to embrace change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and focus our multi-million annual investment programme into new infrastructure, equipment and facilities to ensure we deliver the highest quality care and outcomes. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn improving the care offered to our patients, whether through service development for our most rural patients, teaching the doctors of tomorrow or undertaking ground-breaking research.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website www.royaldevon.nhs.uk.

About University Hospitals Bristol and Weston NHS Foundation Trust

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) includes Bristol Royal Hospital for Children, Bristol Royal Infirmary, St Michael's Hospital, Bristol Heart Institute, Bristol Eye Hospital, University of Bristol Dental Hospital, Bristol Haematology and Oncology Centre and Weston General Hospital.

The Bristol Clinical Genetics Hub is based at St. Michael's Hospital. UHBW is committed to provide patient care, education and research of the highest quality. We employ over 13,000 staff over 100 different clinical services across ten different sites. We provide general medical and emergency services to the local population of Weston, Central and South Bristol, and a broad range of specialist services across a region that extends from Cornwall to Gloucestershire, into South Wales and beyond. Our staff have developed leading edge services such as cardiac surgery and bone marrow transplantation that have built an international reputation and are in demand by patients from across the country.

UHBW has been rated by the CQC as 'Good' overall and our staff are proud to deliver excellent care to the people of Bristol, Weston and beyond. As a forward- thinking multi-award-winning Trust and a digital exemplar committed to improving patient care, our world-leading research and innovations are having a positive local and global impact.

About the Royal Devon and service structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Vanessa Purday), chief nursing officer (Carolyn Mills), interim chief operating officer (Phil Luke), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Trust-wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. The South West Clinical Genetics service sits within the Clinical Specialist Services care group. The medical director is Cheryl Baldwick, the care group director is Andrew Burgess and the director of patient care is Helen Cooke. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

The post-holder will have honorary contracts with all the Trusts where they deliver clinical care.

More information about our structure and services can be found on the Trust website at www.royaldevon.nhs.uk

The South West Clinical Genetics Service

The new South West Clinical Genetics service is a single, integrated regional service hosted by Royal Devon. It brings together the Peninsula and Bristol services to provide consistent, high-quality clinical genetics care across the South West. With hubs in Exeter and Bristol and clinics held throughout the region, the service supports a population of over 4.4 million and is underpinned by the outstanding South West Genomic Laboratory Hub, research and digital infrastructure.

Regional reach and an equitable service

The service runs clinics in at all the main hospitals in the region – including Southmead Hospital (Bristol), Bristol Royal Hospital for Children, St Michael's Hospital (Bristol), Royal United Hospital (Bath), Gloucester Royal Infirmary, Musgrove Park Hospital (Taunton), Royal Devon & Exeter Hospital, Derriford Hospital (Plymouth), Royal Cornwall Hospital (Truro), North Devon District Hospital (Barnstaple) and Torbay Hospital – as well as in several community hospitals. Wherever possible, our goal is to deliver a service that is equitable to all patients, regardless of where they live.

Satellite teams of genetic counsellors and administrative staff are also based in Gloucester, Bath, Taunton, Plymouth, and Truro, supporting integrated delivery and regional resilience.

Tertiary paediatric services in Bristol

University Hospitals Bristol and Weston (UHBW) includes Bristol Royal Hospital for Children (BRHC) – one of the leading children's hospitals in the UK. BRHC provides secondary care to the local paediatric population in Bristol, North Somerset, and South Gloucestershire, and is the tertiary referral centre for children across the South West, covering a paediatric population of nearly one million from Cheltenham to the Isles of Scilly.

BRHC has a large paediatric intensive care unit and a large number of tertiary care services are based there, including paediatric metabolic medicine, cardiology, surgery, endocrinology, haematology, oncology and epilepsy, including a vagal nerve stimulation programme for complex paediatric epilepsy.

BHRC is one of four UK centres designated to manage severe osteogenesis imperfecta including the genetic aspects, and it runs the national Barth syndrome service.

Adjacent St Michael's Hospital hosts the regional fetal medicine service and one of the two Level 3 neonatal intensive care units (NICUs) in Bristol – the other located at Southmead Hospital. Derriford Hospital in Plymouth also has a Level 3 NICU.

Urgent referrals and requests for advice and guidance are managed via a consultant rota.

There is significant potential for MDT working and much scope for future service development.

Clinical genetics hubs

The Exeter hub is based at the Royal Devon University Hospital's Heavitree site, a short walk from the main Wonford hospital site and the Research, Innovation, Learning & Development (RILD) Building. The RILD hosts the Exeter Genomics Laboratory (the other part of the SW GLH) and the University of Exeter's world-leading genomics research groups – enabling unique access to research collaboration and academic partnerships.

The Bristol hub is currently based at St Michael's Hospital, close to both Bristol Royal Infirmary (BRI), BRHC, and all parts of University Hospitals Bristol and Weston NHS Foundation Trust (UBHW) except Weston Hospital.

Genomic medicine service

The service is part of the South West Genomic Medicine Service (GMS) and several consultants and genetic counsellors have roles within the SW GMS.

Laboratory infrastructure

The South West Genomic Laboratory Hub (SW GLH), is a partnership between North Bristol NHS Trust (NBT) and the Royal Devon. It comprises:

- Bristol Genetics Laboratory, based at Southmead Hospital (NBT), which provides specialist cardiac, renal and neurogenetics testing and Whole Genome Sequencing analysis for Rare Disease and Cancer.
- Exeter Genomics Laboratory, hosted by the Royal Devon, and the sole NHSE provider of the ground-breaking rapid whole genome sequencing for acutely unwell babies and children in England (R14 testing), and international leader in endocrine genomic testing and implementation of long-read DNA sequencing.

Both labs are known for exceptional turnaround times and national service innovation, and they provide the South West clinical team with best-in-class diagnostics and translational research links.

The SW GLH lead the Rare and Inherited Disease NHS Genomic Network of Excellence and is working with industry partners to rapidly translate new technologies and tests into NHS diagnostic pathways. The SW GLH also provide analysis and interpretation services for genomic newborn screening as part of the Genomics England Generation Study

The acting Clinical Director of the SW GMS is Professor Emma Baple, who holds a University of Exeter clinical academic post with honorary Royal Devon sessions as a Consultant Clinical Geneticist. Dr James Fasham and Dr Ruth Cleaver are GLH Rare Disease Leads.

The regional Biochemical Genetics Service is based at North Bristol Trust providing specialised testing of rare metabolic disorders. Further specialised biochemistry is available at Bristol Royal Infirmary.

Consultant medical staff

There are currently thirteen substantive consultants, including four clinical academic consultants working between the Royal Devon/UHBW and the Universities of Exeter/Bristol. In addition, there are two retire and return consultants and a specialty doctor based in Bristol.

The consultant team has a wide range of subspecialty expertise, including cancer genetics, cardiac genetics, prenatal genetics, pre-implantation genetic testing, acute paediatric genomic medicine, skeletal dysplasia, differences of sexual development (DSD), neurogenetics, renal genetics and ophthalmic genetics. Joint clinics and multidisciplinary meetings are held in many of these subspecialties.

There are very strong links with specialists in related disciplines in all hospitals across the region. The South West Clinical Genetics Service is an integral part of the regional cancer, inherited cardiac conditions, DSD and fetal medicine networks. The Clinical Genetics and Fertility services at Royal Devon run a satellite pre-implantation genetic diagnosis (PGT) service with Guy's and St Thomas' Hospital, the country's leading PGT provider. Patients from across the South West are seen by this service.

The consultants are:

- Dr Giles Atton
- Professor Emma Baple (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Lucy Bownass
- Dr Ruth Cleaver
- Dr Alan Donaldson
- Dr James Fasham (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Alison Foster
- Dr Helen Hanson (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Emma Kivuva
- Dr Joanna Knight
- Dr Henrietta Lefroy
- Dr Karen Low (NIHR funded clinical PhD fellow employed by University of Bristol)

- Dr Andrew Norman
- Dr Charles Shaw-Smith
- Dr Claire Turner
- Dr Anna Znaczko

The service hosts four National Training Numbers for Specialty Registrars and three NIHR Academic Clinical Fellow/Lecturer posts.

Genetic counsellors

The clinical team also includes a large number of genetic counsellors / nurses (GCs), some of whom are based in the main hub sites and some in the satellite offices. There are also genomic practitioners based at both the Bristol and Exeter hubs. The service hosts STP genomic counsellor trainees and STPs from other programmes on placements.

Administration and secretarial support

Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal laptop and computer or docking station, required software and internet access, will be available. There is full electronic access to all key journals.

The clinical team is fully supported by a team of secretaries, family history coordinators and clerical staff. There is a senior operations manager, who is responsible for genetics and genomics.

The Royal Devon uses Epic (our electronic patient record) which is accessible from all clinic sites and from home (or anywhere with internet access). The service has also implemented the PhenoTips Pedigree management system, which is integrated with Epic.

Departmental meetings

Weekly clinical meetings provide the opportunity to discuss cases with colleagues, as well as seminar and journal club programmes. Some meetings are held virtually and some face-to-face in Bristol, Exeter or Taunton. Exeter University Genomics departments also invite clinical genetics clinicians to join their journal clubs and symposia.

There are regular joint clinical and laboratory meetings with the South West Genomic Laboratory Hub (Exeter and Bristol laboratories) and the clinical genetics service.

Close links are maintained with the neighbouring regional genetics services in Cardiff, Birmingham, Oxford and Southampton, which make up the South West of Britain (SWOB) group, which meets twice a year.

Supporting professional activities

You will participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All full-time Clinical Academics receive a total of 1.5 core SPA sessions. This includes, but is not limited to:

- Appraisals, job planning and revalidation
- Personal and professional development, including service development
- Professional administration, including related correspondence
- Clinical supervision of junior staff and other educational activities
- Governance and quality improvement activities
- Departmental, divisional and other clinical or managerial meetings

Further details are published in the job planning policy.

Continuing professional development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. The post holder will be expected to be in good standing with regards to having an up-to-date CPD certificate from the Faculty. Joint appraisals will be carried out between the RDUH Trust and University of Exeter on an agreed annual basis.

There are regular seminars in the department and with University of Exeter Medical School. The Exeter Genomics Laboratory also hosts a quarterly online educational MDT for the national rapid genome sequencing service for acutely unwell children attended by >200 clinicians and scientists. They also provide national Genomics Education Programme funded in person training courses on interpretation of genome sequencing results.

Revalidation

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser (for these appointments this will be a joint RDUH/UoE appraisal) and supports doctors going through the revalidation process.

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The BRHC has established academic links with the University of Bristol with particular international recognition for the renal genomics research group, neonatal cooling and being the hosts of the National Child Mortality Database.

UHBW is the first site to have been set up for the Generation Study. UHBW has also been lead site for the NIHR funded GenROC study.

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5m development which consists of the Wellcome Wolfson Centre for Medical Research, the National Institute for Health Research (NIHR), Exeter Clinical Research Facility and a new Post Graduate Education Centre.

University of Exeter Medical School (UEMS)

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre.

The NIHR Exeter Biomedical Research Centre opened in October 2023 and is a partnership led by the University of Exeter and the Royal Devon, Genetics and Genomics is one of the five core themes and is co-led by Professor Caroline Wright and one of our clinical academic consultants, Professor Emma Baple. The BRC provides funding opportunities for Royal Devon medical staff to have dedicated academic sessions and to apply for small grant funding.

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.

Research undertaken at the University of Exeter Medical School is driven by the principle of translation, from discovery to personalised care, and creation of healthy communities. At the cutting edge of health innovation, our research makes a difference across the world. With research ranked as world leading, we demonstrate an outstandingly strong performance.

Research capacity building will be at the heart of the next expansion phase of embedding research in clinical care to enable patients to live well with disease, and co-creating research with local communities to promote health through the life-course. The School continues to make significant investment in new posts, aiming to increase research power, including recruiting up to 30 new clinical and non-clinical academic posts in the coming years.

The University of Exeter Medical School sits within the Faculty of Health and Life Sciences and has three research intensive departments which deliver a variety of undergraduate and postgraduate courses:

- Clinical and Biomedical Sciences (UEMS)
- Health and Community Sciences (UEMS)
- Public Health and Sports Sciences (UEMS)

Our Departments

CLINICAL AND BIOMEDICAL SCIENCES

The Department of Clinical and Biomedical Sciences is an internationally recognised centre of excellence for biomedical and clinical research and teaching with a focus on understanding the mechanisms and precision treatment of human disease.

Our research delivers direct benefit to patients, the NHS and the pharmaceutical industry, with the aim of understanding the underlying genomic, molecular and cellular basis of disease and applying this knowledge in innovative ways that lead to improved treatment and a better quality of life for patients. Scientists and clinicians work closely together to ensure that our research is directly targeted to clinical need.

Our internationally renowned research spans a number of themes including Genetics and Genomics, Data Science, Cancer, Neuroscience and Mental Health, Diabetes, Cardiovascular Health, and Respiratory medicine.

HEALTH & COMMUNITY SCIENCES

The Department of Health & Community Sciences undertakes applied health and care research, teaching and underpinning methodological work - research that reflects the needs of patients and of health and care providers, working with people and communities, based on partnership with the NHS and other public bodies, and a strong commitment to public involvement. Our aim is to improve the health and well-being of the South West and beyond through the development of high-quality graduates and world leading research that has international impact.

Our research groups include:

- NIHR Peninsula Applied Research Collaboration (PenARC)
- NIHR National School of Primary Care Research
- Centre for Research in Ageing and Cognitive Health (REACH)
- NIHR Exeter Evidence Synthesis Centre & NIHR Exeter Policy Research Programme Evidence Review Facility
- Exeter Clinical Trials Unit

Our core methodological skills include Medical Statistics, health economics, implementation science, sociology and qualitative methods, systematic reviews and meta-analysis, epidemiology, clinical trials, operational research, data science and AI, diagnostics/testing, Patient Public Involvement & Engagement.

PUBLIC HEALTH AND SPORT SCIENCES

The Department of Public Health and Sport Sciences undertakes impactful research and teaching across all three-university themes: Health, Environment and Social Justice. We are an interdisciplinary group with strong individual identities and established strategic partnerships with the NHS, local communities, charities, industry, and sporting organisations. Our aim is to drive policy change and improve health, wellbeing and performance across the lifespan, and along the continuum from clinical groups to elite performers.

- Public Health at Exeter is in an exciting growth period. In addition to our longstanding expertise in the European Centre for Environment & Human Health, we include internationally excellent groups in child and adolescent mental health and health technology assessment, with developing programmes of work in public health economics.
- Sport Sciences is well established in Exeter and was ranked first in the UK for research quality in REF2021. Mechanistic expertise in exploring the physiological, biomechanical and psychological limits on human performance is paired with trials that seek to enhance health and performance via nutritional, training and technological (e.g. VR) interventions. Joining the existing expertise in human movement science is the Rehabilitation Group, with a particular focus on reducing falls, improving function and mobility, and improving outcomes following orthopaedic surgery.

Alongside the Medical School departments, the Faculty of Health and Life Sciences includes three

further departments: Psychology; Biosciences and Health & Care Professions.

Research Excellence Framework

In REF 2021, 100% of our health research submitted is world leading or internationally excellent. Assessment highlights included:

UoA 1 Clinical Medicine: 93% of our research world-leading or internationally excellent, with a 10% increase in world-leading or internationally excellent research, from REF 2014.

UoA 2 Public Health, Health Services and Primary Care: 11th in the UK for research power, 89% of research assessed as world leading or internationally excellent.

Education

The innovative, challenging yet nurturing training we provide to the next generation of health professionals contributes to the health, prosperity and wellbeing of the nation. We offer a range of undergraduate and postgraduate programmes and support a wide variety of PhD students (https://medicine.exeter.ac.uk/study/). The University of Exeter ranks 11th in the Complete University Guide 2026, with Medicine ranking 15th and Sports Science ranking 5th.

The post-holder will be encouraged to develop interests in education and training and there are many opportunities for this both locally and more widely.

Investment

Our Faculty has ambitious plans for growth and expansion, working to increase significant philanthropic donations and build capacity for high-quality education and research. Our last philanthropic campaign raised £30 million, benefitting research into diabetes, dementia and cancer diagnosis.

Our Mireille Gillings Imaging Centre provides state-of-the-art PET-CT and MRI scanning facilities for research, clinical diagnosis and therapy. Funded by the Dennis and Mireille Gillings Foundation, University of Exeter Medical School and the Royal Devon University Healthcare NHS Foundation Trust, the groundbreaking centre aims to accelerate clinical research and clinical trials, across a range of conditions

Regional Partnerships

In addition to our work with regional NHS partner Trusts, we have fostered successful research partnerships and gained significant funding from organisations such as the National Institute for Health Research (NIHR) and the Medical Research Council (MRC).

Wellbeing

The University of Exeter have a range of internal and external support services, plus advice and tips to help you look after your mental health and wellbeing.

Occupational Health can give confidential expert advice to manage work-related problems and can advise on choosing the right support options for you. Both management and self-referrals can be made to the service.

We are a 'Mindful Employer' which demonstrates our commitment to better mental health at work.

We offer an Employee Assistance Programme through Spectrum Life, which is a confidential, neutral service provided by an external company to support colleagues at the University.

Clinical Academic Genomic Medicine positions

The Department of Clinical & Biomedical Sciences (CBS) is seeking to recruit a Clinical Academic Professor and two Clinical Academic Senior Lecturers in Genomic Medicine as part of our clinical academic expansion to support the launch of the newly formed South West Clinical Genetics Service which will unite the Peninsula and Bristol services to serve a population of over 4.4 million in early 2026.

These are strategically important positions for the Department and Medical School as we seek to expand capacity in translational science and genomic medicine, strengthen clinical links with NHS trusts across the South-West and build on our world-leading reputation in the genomics of rare and common disease, cancer genomics, epigenomics, RNA biology and data science.

This post is structured to ensure the research expertise of the postholder links strongly into their clinical role

The post holders will work across the University and South West Clinical Genetics Service hosted by the Royal Devon University Hospital NHS Foundation Trust (RDUH), which along with the internationally acclaimed Exeter NHS Genomics Laboratory is a designated RDUH Academic Department. The Exeter NHS Genomics Laboratory state-of-the-art facilities are provided in partnership with the University of Exeter at the RILD building, with shared staffing and co-location with the University's world-leading genomic research groups. The NHS and University partnership developed the ground-breaking NHS England commissioned Rapid Whole Genome Sequencing Service (WGS) for acutely unwell babies and children. The service has been transformative - the first in the world to provide a rapid genetic diagnosis accessible to all children and families who need it across England, providing results in as little as four days.

The Academic Department in RDUH is currently led by Professor Emma Baple (Academic Clinical Genetics Consultant) and has interests in a broad range of translational genomic medical research, including the use of new and emerging genomic and multi-omic technologies in rapid diagnostic testing for critically unwell neonates and children on intensive care and other rare disease diagnostic, clinical and therapeutic applications.

In partnership with Exeter's NIHR Biomedical Research Centre (BRC), which has a dedicated Genetics and Genomics theme (led by Professors Caroline Wright and Emma Baple), the role holders will be in an unrivalled position to rapidly translate research findings into improved patient care and treatment. Research in CBS is focused on understanding the mechanisms, diagnosis and treatment of human disease and improving healthcare outcomes. Alongside translational research we also have great expertise in applied research – with a high-quality Clinical Trials Unit, our Peninsula Applied Research Collaboration (PenARC) and expertise in all forms of systematic reviews, medical statistics, health economics and qualitative research. The post-holder will join a vibrant community of scientists and clinicians with expertise in genomics of rare and common disease, cancer genetics, clinical trials, genetic epidemiology, epigenetics, functional genomics, ethics, data science, and cell biology working on a range of human diseases. They will have access to cutting-edge facilities for genomics, multi-omics, cell-biology, imaging, and data science.

University of Exeter Medical School Genomics Research Infrastructure

NIHR EXETER BIOMEDICAL RESEARCH CENTRE:

This was established in 2022 and is led from the University of Exeter. The NIHR Exeter Biomedical Research Centre (BRC) is the first of its kind in the South West Peninsula. A partnership between the University and the NHS, the BRC translates scientific discoveries into tangible benefits for patients. Funded with more than £15 million from NIHR, it supports cutting edge translational research, helps the partners run more clinical trials to get effective treatments into the clinic where they can benefit people and improve diagnoses. It also accelerates the development of better precision approaches to target the right therapies to the right people using new and emerging technologies.

The BRC team aims to improve diagnosis, treatment and care, in the South West and across the world, across five core themes:

Genetics and Genomics: Unlocking the power of genomics, to improve scientific understanding, diagnosis and management of rare diseases and cancers, and to create tailored treatments for common diseases.

Neurodegeneration: finding and testing new, better drugs that prevent and treat major brain conditions in older adults such as dementia and Parkinson's disease.

Rehabilitation: Using exciting new approaches to help older people to recover from illness or manage their long-term conditions like dementia and arthritis.

Diabetes: Improving diagnosis and treatment, and exploring how to help those most at risk

Clinical Mycology: Seeking better treatments to prevent and manage potentially deadly fungal infections

THE UK HUMAN FUNCTIONAL GENOMICS INITIATIVE:

The UK Human Functional Genomics Initiative (FGx) was launched in September 2024 following a £28.5 million investment from The Medical Research Council (MRC), in collaboration with the Biotechnology and Biological Sciences Research Council (BBSRC). The Initiative is a growing and dynamic network bringing together the UK's strengths in gene discovery and human functional genomics to improve our understanding of the mechanisms that underpin human disease. Coordinated by Prof Jon Mill (FGx Director) from the University of Exeter, it currently includes four research clusters with a focus on different scientific areas. The clusters, based in universities across the UK, are collaborations between academics, clinicians, industry partners and other universities, placing Exeter at the forefront of genomic research at a critical time

SOUTH WEST GENOMICS MEDICINE SERVICE:

The University is a key partner with the South West Genomic Medicine Service (SWGMS). The South West Genomic Medicine Service (SWGMS) is a one of seven regional services that make up the NHS Genomic Medicine Service, and is responsible for delivering genomic testing and personalised medicine to a population of 4.4 million across Gloucestershire to Cornwall. The acting Clinical Director for the SWGMS is Professor Emma Baple and several consultants and genetic counsellors also have leadership roles. The SWGMS works to improve patient care by using genomic information to provide more accurate diagnoses and tailored treatments for rare diseases and cancers. The SWGMS includes two genomic laboratories in Exeter (led by Dr Andrew Parrish) and Bristol (led by Dr Maggie Williams), who provide regional and national specialist genomic testing (endocrine, renal, cardiac, neurology and the R14 national rapid genome sequencing for critically unwell children), and collaborate with hospitals and healthcare professionals to integrate genomic data into routine clinical care. Both labs are known for exceptional turnaround times and national service innovation, and they provide the clinical team with best-in-class diagnostics and translational research links.

RARE AND INHERITED DISEASE NHS GENOMIC NETWORK OF EXCELLENCE

The SW GMS (in partnership with the University of Exeter) also leads the Rare and Inherited Disease NHS Genomic Network of Excellence in partnership with the North West and North East and Yorkshire GMS.

The overarching objective is to develop and deliver a sustainable network to accelerate delivery of the clinical and diagnostic ambitions of the Rare Diseases Action Plan 2023 and UK Rare Diseases Framework for all NHS patients and families affected by rare genetic conditions

The focus of the Network of Excellence is to more rapidly translate research discoveries and new technologies into NHS diagnostics. The aims being to help patients get a diagnosis faster; reduce genomic health inequalities; develop new testing approaches, especially for those patients with a suspected rare disease that remain undiagnosed using current genomic testing in the NHS GMS; increase the efficiency of analysis; and increase capacity for rare condition clinical trials.

This NHS Genomic Network of Excellence aligns with NIHR BRCs in Exeter, Manchester and Bristol and has established industry partnerships including with Illumina and Oxford Nanopore.

NIHR EXETER CLINICAL RESEARCH FACILITY (CRF):

Formed to facilitate clinical and translational research, our NIHR Exeter CRF was specifically developed to support an extensive range of research projects. The team provides facilities including a molecular biology facilities, and treatment rooms adapted for paediatric research and a respiratory clinical research suite. The Exeter 10,000 project, aims to engage 10% of the adult population of Exeter and the surrounding areas in research, and has exceeded its 10,000 target. Volunteers donate samples to a research register and biobank.

NIHR PENARC:

The NIHR Applied Research Collaboration, South West Peninsula is a partnership of NHS Trusts across Devon, Cornwall and Somerset, plus the Universities of Exeter and Plymouth. PenARC has received £20.5 million in NIHR funding since 2014, and leads nationally on Child Health Research and Operational Research across the ARCs, with associated funding of £2 million. PenARC's boasts an exemplary and world-leading PPI team.

NIHR PENTAG UNIT:

This team specialises in conducting health technology assessment for national policy makers in England and Wales. PenTAG is one of several university-based research groups in the UK contracted to produce high quality systematic reviews and economic analyses of health technologies for NICE, the UK National Screening Committee and the NIHR HTA programme.

Clinical Professor (E&R) in Genomic Medicine and Honorary Consultant level

The postholder will be expected to undertake internationally leading research into Genomic Medicine either through translational research or applied research, rapidly translating this research to identify potential diagnostic and therapeutic opportunities and/or actively testing application in real world clinical trials.

It is expected that they will:

- Secure significant grant income to build and support a multidisciplinary team;
- develop the research strategy and establish university-wide and external collaborations to promote interdisciplinary research;
- broaden the depth and range of research to raise the department's research profile;
- regularly disseminate research findings through presentations at high-profile conferences, publications, and articles in prestigious journals.

Applicants must be medically qualified, GMC registered with CCT, and a Member, or Fellow, of the Royal College of Physicians or Paediatrics and Child Health.

These are key strategic appointments for the Department, and we will ensure that the successful applicant is supported in establishing their career with us. We offer a competitive package and employee benefits.

Job Description

This joint Clinical Academic appointment will be between the University of Exeter (substantive employer) and Royal Devon University Healthcare NHS Trust (RDUH) where an honorary clinical consultant contract will be held.

The post will be based in Exeter at the St Lukes Campus or the Research, Innovation Learning and Development (RILD) building, with flexibility for some home working as needed and agreed. Clinical care will involve supporting the new South West Clinical Genetics Service. A clinical sub-speciality interest in supporting the cardiac and/or the acute Paediatrics clinical genetics service provision is desirable, though other sub-speciality interests will also be considered.

The final job plan for 10 PAs of which a minimum of 5 PAs (Professor) are anticipated to be working within the Department of Clinical and Biomedical Sciences, University of Exeter Medical School, details will be finalised on appointment.

The post holder of this joint clinical academic appointment will be appointed on the Clinical Consultant salary scale based on years completed as consultant.

Details of the clinical duties are provided below.

All academic staff within the University of Exeter Medical School are expected to support both the research and teaching priorities of the Faculty. The below summarises the main academic duties and accountabilities of each level and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility.

Exeter Academic is the University programme which provides you with the information and signposting you will need in order to successfully progress your career and develop yourself. For further information please see:
https://www.exeter.ac.uk/staff/exeteracademic/

Our criteria for full Professor are set out here.

ACADEMIC DUTIES:

Research

1. Support the development and implementation of the Faculty research strategy.
2. Lead and co-ordinate research activity in the subject area of Genomic Medicine.
3. Manage research and other collaborative partnerships with other educational institutions or other bodies.
4. Lead bids for research, consultancy and other additional funds.
5. Write publications of the appropriate defined standard or disseminate research findings using media appropriate to the discipline.

6. Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the Institution.
7. Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision making bodies.
8. Lead the development of new and creative approaches in responding to research challenges.
9. Plan and implement research projects and monitor progress to ensure the achievement of financial and research objectives.

Communication, Administration and Management

1. Be routinely involved in complex and important negotiations internally and with external bodies, particularly in relation to research, research funding and consultancy.
2. Participate in Institutional decision making and governance.
3. Participate in internal and external networks in relation to research and research funding.
4. Promote and market the work of the School in the subject area both nationally and internationally.
5. Exercise academic leadership for all subject area activities - teaching and/or research, as appropriate.
6. Act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity.
7. Appraise and advise staff on personal and career development plans and mentor research activity within the discipline/Faculty.
8. Develop and communicate a clear vision of the unit's strategic direction.
9. Promote a collegiate approach and develop team spirit and team coherence.
10. Foster inter-disciplinary team working.
11. Determine the allocation of resources within own area of responsibility.
12. Take overall responsibility for the organising and deployment of resources within own areas of responsibility.

Expertise

1. Be a leading international authority in the subject.
2. Possess in depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.
3. An understanding of the importance of equality and diversity within an organisation and a commitment to helping create an inclusive culture.

Teaching and Learning Support

All Education and Research staff are expected to support our research-inspired teaching activity across our portfolio of programmes. The proportion of time associated with teaching-related activity will depend on the portfolio of other activities, such as research, clinical and leadership time.

CLINICAL DUTIES

Clinical work will include participation in the referral triage and advice and guidance rota and regular genetics outpatient clinics. There is an expectation that this post will include delivery of clinics in the South West region and, depending on sub-specialty expertise, provision of cover for patients receiving intensive care who need urgent clinical genetics assessment.

A provisional outline job plan is included but it may vary slightly depending on location of clinics, and therefore travel time, MDTs and overall job structure. Clinic locations will depend on clinical need and may need to change to meet the service's aim of equitable waiting lists across the region, and as the development of an integrated South West Clinical Genetics Service progresses.

If the post-holder is part-time the job plan will be altered accordingly. The individual job plan and detailed timetable will be discussed with the successful candidates. Special clinical interests will be encouraged where they are compatible with service requirements.

It is expected that the clinical aspects of the job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

Outline job plan

The sessional commitments will be agreed with individual candidates.

All Job Plans will include1.5 SPA within the overall 10PA job plan.

The Job Plan below is indicative. The Faculty/ RDUH are flexible and will discuss alternative academic/clinical commitments to better suit individual candidates strengths and career.

The Job Plan will then be reviewed annually, following the tripartite appraisal meeting in line with joint working principles. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external.

A full-time position will comprise 10 programmed activities. The full-time job plan will involve 5 academic PAs and 5 PAs to contribute to clinical services.

Example split:

UoE: 4.75 Research/teaching & 0.25 SPA
RDUH: 3.75 DCC & 1.25 SPA

DCC PAs (Professor)

Core SPA (split across academic 0.25 SPA and clinical 1.25 SPA)	**1.5**
Academic PA	**4.75**
Clinical DCC	**3.75**
Clinics: annualised total 32 Outpatient clinics and inpatient reviews (equivalent of 4x1 hour slots) and associated pre- and post-clinic admin work	1.5
Clinical follow-up (e.g results) and virtual clinics	0.75

Travel to clinics	0.25
Clinical advice and referral triage	0.5
GC and SpR clinical case review	0.25
MDTs – DCC component	0.5
Total PA	**10**

Example timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Research/academic: writing, analysis, networking, new knowledge	Research/academic: writing, analysis, networking, new knowledge	Clinical Genetics MDTs (0.5PA) Clinical advice and triage (0.5PA)	Out-patient clinic (including travel time) defined by RDUH in agreement with successful candidate (annualised clinic total 32)	Research: writing, analysis, networking, new knowledge inclusive of 0.25 SPA (time for appraisal preparation and CPD
PM	Research/academic: writing, analysis, networking, new knowledge	Research/academic: writing, analysis, networking, new knowledge	GC/SpR supervision (0.25PA) Clinical follow up/results/virtual clinic) (0.75PA)	Post-clinic work Inpatient reviews where required included in annualised clinic number	1 SPA shared University & RDUH-related SPA time including QI/audit

Person specification – Clinical Professor and Honorary Consultant level

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential attributes	Desirable attributes
Qualifications and training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Full registration (or potential for full registration) with the UK General Medical Council with licence to practise Royal College membership or equivalent Certificate of Completion of Training (CCT) in Clinical Genetics (or equivalent if overseas applicant) A PhD or equivalent qualification/experience in the subject or a closely related discipline FHEA or equivalent, or willingness to gain this qualification at the earliest opportunity	Qualification in Teaching and Learning.
Clinical experience/skills/abilities		
Employment	Ability to practise as an independent Consultant Physician in Clinical Genetics Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). Career progression consistent with personal circumstances.	

Requirement	Essential attributes	Desirable attributes
Clinical knowledge and skills	Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring and sensitivity to needs of all patients and carers Experience in undertaking clinical audit, investigating serious incidents and handling complaints Ability to organise workload and manage time and delegate responsibility where appropriate Thoroughness and attention to detail in clinical matters Knowledge and observance of the requirements and duties of a doctor laid down by the GMC in Good Medical Practice. Knowledge of clinical commissioning and external organisations that interface with an NHS Trust.	Positive feedback on clinical work from colleagues and patients
Non-clinical skills		
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes.	Experience in delivering UG or PG medical education and assessment Experience in developing UG or PG modules or programmes
Research	Be a leading authority in Genomic Medicine with an established international clinical academic reputation in the field Track record of world-leading and international publications Track record of substantial and ongoing research grant capture Evidence of experience in establishing and leading a large multi-disciplinary research team Evidence of successfully forging partnerships locally, nationally and internationally Evidence of research work leading to impact	Previous success generating one or more impact case studies (for example by demonstrating that expertise is used or experience in national or international grant / policy review bodies)

Requirement	Essential attributes	Desirable attributes
Management of change and quality improvement	Demonstrates clear understanding of quality improvement and clinical governance within the NHS. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance, and risk reduction.	Evidence of innovative development and implementation of guidance. Evidence of involving patients in practice development.
Management and leadership experience	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.Possess a thorough understanding of institutional management systems and the wider higher education environment, including equal opportunities issues. Evidence of experience in line management and appraisal Participation in departmental/faculty [or equivalent]/ university committee activity that has demonstrably led to quality improvement/new development or initiatives Participation in wider citizenship activities such as Open Days, University outreach, media-related activities or relevant alternatives An understanding of the importance of equality and diversity within an organisation and a commitment to helping create an inclusive culture	Experience of formal leadership roles or training. Evidence of senior leadership experience at departmental level
Communication and personal skills	Excellent spoken and written English language skills Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies. Evidence of ability to work with multi-professional teams and to establish good professional relationships.	Excellent presentation skills, engages audience.
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organisational and prioritization skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. Flexible and adaptable attitude.	Willingness to undertake additional professional responsibilities at local level.

Requirement	Essential attributes	Desirable attributes
Commitment to post	Ability to meet the travel requirements of the post including independent travel as required for the clinical and academic work	

Clinical Senior Lecturer in Genomic Medicine and Honorary Consultant

The postholder will be expected to undertake internationally leading research into Genomic Medicine either through translational research or applied research, rapidly translating this research to identify potential diagnostic and therapeutic opportunities and/or actively testing application in real world clinical trials.

It is expected that they will:

- Secure significant grant income to build and support a multidisciplinary team;
- help to develop the research strategy and establish university-wide and external collaborations to promote interdisciplinary research;
- broaden the depth and range of research to raise the department's research profile;
- regularly disseminate research findings through presentations at high-profile conferences, publications, and articles in prestigious journals.

Applicants must be medically qualified, GMC registered with CCT, and a Member, or Fellow, of the Royal College of Physicians or Paediatrics and Child Health.

These are key strategic appointments for the Department, and we will ensure that the successful applicant is supported in establishing their career with us. We offer a competitive package and employee benefits.

Job Description

This will be a University of Exeter appointment. The post will be based in Exeter at the St Lukes Campus or the Research, Innovation Learning and Development (RILD) building, with flexibility for some home working as needed and agreed. Clinical care will involve supporting the new South West Clinical Genetics Service. A clinical sub-speciality interest in supporting the cancer, cardiac and/or the acute Paediatrics clinical genetics service provision is desirable, though other sub-speciality interests will also be considered.

This joint Clinical Academic appointment will be between the University of Exeter (substantive employer) and Royal Devon University Healthcare NHS Trust (RDUH) where an honorary clinical consultant contract will be held. A full-time position will comprise 10 programmed activities, of which a minimum of 4 PAs are anticipated to be working within the Department of Clinical and Biomedical Sciences, University of Exeter Medical School details will be finalised on appointment. The post holder of this joint clinical academic appointment will be appointed on the Clinical Consultant salary scale based on years completed as consultant.

Details of the clinical duties are provided below.

All academic staff within the University of Exeter Medical School are expected to support both the research and teaching priorities of the Faculty. The below summarises the main academic duties and accountabilities of each level and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility.

Exeter Academic is the University programme which provides you with the information and signposting you will need in order to successfully progress your career and develop yourself. For further information please see:
https://www.exeter.ac.uk/staff/exeteracademic/

Our criteria for Senior Lecturer is set out here.

MAIN ACADEMIC DUTIES:

Research

To contribute to enhancing the quality and quantity of Genomic Medicine research at Exeter in an area related or complementary to existing research strengths.

To conduct independent research and act as principal investigator and project leader, and in so doing:

- Enhance the Faculty's international reputation through research publications of appropriate quantity and quality, and contribute to worldwide debate at national and international conferences, and
- Win research earnings through carefully prepared and successful grant applications as well as identifying potential income-generating programmes and collaborative partnerships.

To supervise research projects, managing any dedicated research staff and postgraduate research students.

To help promote a collegiate working atmosphere and stimulating environment that will attract further research staff of the highest quality as well as good postgraduate research students.

To contribute to the further and ongoing development of Genomic Medicine research at Exeter.

Teaching

All Education and Research staff are expected to support our research-inspired teaching activity across our portfolio of programmes. The proportion of time associated with teaching related activity will depend on the portfolio of other activities, such as research, clinical and leadership time.

General

To contribute to the overall general and academic management in the Faculty by undertaking activities that may be required such as:

- Developing overall academic content and structure of modules with colleagues
- Developing ideas for generating income
- Supporting admissions processes and procedures
- Supporting examinations processes and procedures
- Contributing to the work of Faculty committees
- Contributing to accreditation and quality control processes

CLINICAL DUTIES

Clinical work will include participation in the referral triage and advice and guidance rota and regular genetics outpatient clinics. There is an expectation that this post will include delivery of clinics in the South West region and, depending on sub-specialty expertise, provision of cover for patients receiving intensive care who need urgent clinical genetics assessment.

A provisional outline job plan is included but it may vary slightly depending on location of clinics, and therefore travel time, MDTs and overall job structure.

Clinic locations will depend on clinical need and may need to change to meet the service's aim of equitable waiting lists across the region, and as the development of an integrated South West Clinical Genetics Service progresses.

If the post-holder is part-time the job plan will be altered accordingly. The individual job plan and detailed timetable will be discussed with the successful candidates. Special clinical interests will be encouraged where they are compatible with service requirements.

It is expected that the clinical aspects of the job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary

Outline job plan

The sessional commitments will be agreed with individual candidates.

All Job Plans will have 1.5 SPA within an overall 10PA job plan.

The Job Plan below is indicative. The Faculty/ RDUH are flexible and will discuss alternative academic/clinical commitments to better suit individual candidates' strengths and career.

The Job Plan will then be reviewed annually, following the tripartite appraisal meeting in line with joint working principles. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external.

A full-time position will comprise 10 programmed activities. The full-time job plan will involve 4 academic PAs and 6 PAs to contribute to clinical services

Example split:

UoE: 3.5 Research/Teaching & 0.5 SPA
RDUH: 5 DCC & 1 SPA

DCC PAs (Senior Lecturer)

Core SPA (split across academic 0.5 SPA and clinical 1. SPA)	**1.5**
Academic PA	**3.5**
Clinical DCC	**5**
Clinics: annualised total 38 Outpatient clinics and inpatient reviews (equivalent of 4x1 hour slots) and associated pre- and post-clinic admin work	1.8
Clinical follow-up (e.g results) and virtual clinics	0.9
Travel to clinics	0.2
Clinical advice and referral triage	1.0
GC and SpR clinical case review	0.5
MDTs – DCC component	0.6
Total PA	**10**

Example timetable:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Research/academic: writing, analysis, networking, new knowledge	Research/academic: writing, analysis, networking, new knowledge	Clinical Genetics MDTs (0.6PA) GC/SpR Supervision (0.5PA)	Out-patient clinic (including travel time) defined by RDUH in agreement with successful candidate (annualised clinic total 38)	Research/academic: writing, analysis, networking, new knowledge inclusive of 0.5 SPA (time for appraisal preparation and CPD
PM	Research/academic: writing, analysis, networking, new knowledge	Clinical advice and triage (1PA)	Clinical follow-up/ results/ virtual clinic (0.9PA)	Post-clinic work Inpatient reviews where required, included in annualised clinic number	1PA shared University & RDUH-related SPA time including QI/audit

Person specification - Clinical Senior Lecturer and Honorary Consultant

The successful applicant will have an emerging reputation of delivering an internationally-recognised research programme in an active field of Genomic Medicine research related or complementary to existing Exeter strengths.:

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential attributes	Desirable attributes
Qualifications and training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Full registration (or potential for full registration) with the UK General Medical Council with licence to practise Royal College membership or equivalent Certificate of Completion of Training (CCT) in Clinical Genetics (or equivalent if overseas applicant) at the point of application A PhD or equivalent qualification in the subject or a closely related discipline at the time of application FHEA or equivalent, or willingness to gain this qualification at the earliest opportunity	Qualification in Teaching and Learning.
Clinical experience		
Employment	Ability to practise as an independent Consultant Physician in Clinical Genetics Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). Career progression consistent with personal circumstances.	

Requirement	Essential attributes	Desirable attributes
Clinical knowledge and skills	Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need.Caring and sensitivity to needs of all patients and carers. Experience in undertaking clinical audit, investigating serious incidents and handling complaintsAbility to organise workload and manage time and delegate responsibility where appropriate Thoroughness and attention to detail in clinical matters Knowledge and observance of the requirements and duties of a doctor laid down by the GMC in Good Medical Practice. Knowledge of clinical commissioning and external organisations that interface with an NHS Trust.	Positive feedback on clinical work from colleagues and patients
Research	Emerging track record of an international publications in Genomic Medicine Emerging track record of successful research grant capture An active and supportive approach to inter-disciplinary and multi-disciplinary research that will help to foster interactions and links both within the University and externally	Evidence of potential to establish and lead a large multi-disciplinary research team Evidence of potential to forge partnerships locally, nationally and internationally Evidence of research work leading to impact Evidence for potential to develop one or more impact case study Evidence that expertise is used more widely, or experience in national or international grant / policy review bodies
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes. Experience in delivering UG or PG medical education and assessment	Experience in developing UG or PG modules or programmes

Requirement	Essential attributes	Desirable attributes
Management of change and quality improvement	Demonstrates clear understanding of quality improvement and clinical governance within the NHS. Demonstrates willingness to implement evidence-based practice. Evidence of effective personal contributions to clinical audit, governance, and risk reduction.	Evidence of innovative development and implementation of guidance. Evidence of involving patients in practice development.
Management and leadership experience	Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints. Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service. Participation in wider citizenship activities such as Open Days, University outreach, media-related activities or relevant alternatives. An understanding of the importance of equality and diversity within an organisation and a commitment to helping create an inclusive culture Demonstrating academic leadership skills An understanding of the importance of equality and diversity within an organisation and a commitment to helping create an inclusive culture	Experience of formal leadership roles or training. Evidence of potential to provide senior leadership experience at departmental level. Evidence of experience in line management and appraisal. Participation in departmental/faculty [or equivalent]/ university committee activity that has demonstrably led to quality improvement/new development or initiatives
Communication and personal skills	Excellent spoken and written English language skills. Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies. Evidence of ability to work with multi-professional teams and to establish good professional relationships.	Positive feedback on clinical work from colleagues and patients. Excellent presentation skills, engages audience.

Other requirements

Requirement	Essential attributes	Desirable attributes
Motivation and management of personal practice	Punctual and reliable Good personal organisational and prioritization skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. The attitude and ability to engage in continuous professional development Flexible and adaptable attitude. .	Willingness to undertake additional professional responsibilities at local level.
Commitment to post	Ability to meet the travel requirements of the post including independent travel as required for the clinical and academic work	

Main conditions of service

Appointment is to the NHS Consultant Contract (2003) under the University of Exeter conditions of employment for consultant clinical academic staff. These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is the University of Exeter with an honorary consultant contract with the Royal Devon University Healthcare NHS Foundation Trust. Honorary contracts will also be issued at relevant trusts. For their clinical role the appointee will be professionally accountable to the Chief Medical Officer and managerially accountable to the Chief Executive Officer. For their academic role the appointee will be accountable to their Head of Department and managed by their Senior Academic Leader.

The postholder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Locum cover for leave will not normally be provided. It is expected that consultants within the department will coordinate leave to ensure that an appropriate level of service (urgent and routine) is maintained.

Salary scale

This is as described in the University of Exeter conditions of employment for consultant clinical academic staff in line with the Consultant Contract (2003). The current Clinical Consultant salary scale has 5 thresholds and can be found below: https://www.exeter.ac.uk/v8media/universityofexeter/humanresources/documents/clinicalacademics/Clinical_Academic_salaries_2025.pdf

This is reviewed annually by the Review Body on Doctors' and Dentists' Remuneration (DDRB).

Duty to be contactable

Subject to the provisions in Schedule 8, consultants must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call

Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

Mentoring

New clinical academic consultants will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual, the Chief Medical Officer and their University line manager.

Professional performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical and managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice. You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the

effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

Reporting concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996).

All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious untoward incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk-reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

Research and audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects. Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding children and vulnerable adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients. The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Please be advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a DBS check to be carried out. Refusal to do so could prevent further consideration of the application.

Rehabilitation of offenders

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a court of law, no matter when they occurred. This information will be treated in the strictest confidence.

Health and safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health and Safety at Work Act 1974, various statutory regulations, Trust and departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.Infection prevention and control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and

Trust policies and best practice. They are supported in this by the infection prevention and control team.

Our approach to equality, inclusion and diversity

Whilst all applicants will be judged on merit alone, we particularly welcome applications from groups currently underrepresented within our working community. Reasonable adjustments are available for interviews and workplaces.

With over 30,000 students and 7,000 staff from 150 different countries we offer a diverse and engaging environment where our diversity is celebrated and valued as a major strength. We are committed to creating an inclusive culture where all members of our community are supported to thrive; where diverse voices are heard through our engagement with evidence-based charter frameworks for gender (Athena SWAN and Project Juno for Physics), race equality (Race Equality Charter Mark), LGBTQ+ inclusion (Stonewall Diversity Champion) and as a Disability Confident employer.

Inclusion is also fundamental to the Royal Devon's approach to organisational development, culture, service improvement, and public and patient engagement. It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our interim CEO, Sam Higginson, and reports its progress to the Board of Directors.

Our aim is to create a positive sense of belonging for everyone, regardless of their background or identity, and to value visible and invisible differences, so everybody is respected and valued, and everyone feels comfortable bringing their whole selves to work and able to reach their full potential.

We have staff inclusion champions who provide information to colleagues and promote inclusion opportunities. We also have a range of networks which colleagues can join, including:

- Disability network
- LGBTQ+ network
- Ethnic minority network
- Neurodiversity Network

Once colleagues join us, we can share more information with them, including how to join any of these groups.

Living in the South West

Exeter is a beautiful Cathedral city to live in or near. Devon is interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why it is consistently voted as one of the top places to live in the country. Exeter is also well-connected by road (M5), frequent trains to London taking just over 2 hours and an airport with flights to many destinations, including Amsterdam for onward travel and Dublin with connections to the USA.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

Bristol is a vibrant and yet relaxed place to live. It is a city of contrasts; areas such as Clifton offer village life in the middle of a city, whereas harbour-living enjoys the attractions of the city centre. The city is known for its music and arts scene; it has a creative and independent spirit which can be experienced throughout the city, from its colourful street art and huge selection of independent traders. It also boasts an impressive number of restaurants offering cuisine from every corner of the world.

Bristol is also one of the most family-friendly cities in the UK, packed with activities and award-wining attractions including the Bristol Aquarium, We The Curious, the annual Balloon Fiesta, Brunel's SS Great Britain and the iconic Clifton Suspension Bridge. It is an ideal place to live for families as there are a range of excellent schools and extra-curricular activities on offer.

The Cotswolds, the Mendip Hills and the Somerset Coast offer alternative beautiful places to live that are well within commuting distance, as is the UNESCO World Heritage city of Bath.

Bristol is very well-connected with frequent fast trains to London (just over 90 minutes) and other major UK cities. It is an hour by train to Exeter. It is located near the M4, M5, M49 and M32 motorways. There is a major international airport, only 20-30mins from the city centre.

From Exeter you can easily get to Exmoor and Dartmoor National Parks and Cornwall. From both cities there are countless stunning beaches and many other Areas of Outstanding Natural Beauty nearby.

Whether you fancy surfing or cycling or climbing or hiking, or theatre, or shopping or fine dining or hearty pub fare, the region really does have it all. I

Support with relocation

Where relocation assistance is offered, this will be detailed in the letter of appointment. For more Information, please see our webpages: https://www.exeter.ac.uk/staff/new/relocation/scheme/

Contacts

The University and Trust welcome informal enquiries. Contact names are detailed below:

Dean of the University of Exeter Medical School:
Professor Richard Holland
Email: r.holland3@exeter.ac.uk

Clinical Professor in Genomic Medicine
Emma Baple
Email: e.baple@exeter.ac.uk

Chief Executive Officer
Sam Higginson
Email: penny.manley@nhs.net (PA to Chief Executive and Deputy Chief Executive)

Chief Medical Officer
Vanessa Purday
Email: rduh.cmooffice@nhs.net

Interim Clinical Director South West Clinical Genetics Service
Emma Kivua
Email: emma.kivuva @nhs.net